

Summary of achievements of completed projects funded by UIDF January 2007

Name of project: Promotion of Fundamental Labour Rights and Principles of Social Partnership in Public Sector

Union/Organisation: The Public Services, Local and Municipal Economy Workers' Trade Union of Georgia

Date start:: 25 Jan 2006

Date Finished: July 2006

Amount of Funding: £14,548

Total cost of project: £12,993 (balance returned to UIDF)

Planned Activities	Actual Activities
<p>1. The organisation of a 2-day education seminar to mainly young people and women members of the union on the effects of the GATS and the WTO on water privatisation in Georgia. To be provided to union members in Tbilisi and Batumi City in Adjara, where 70% of union members are located. 10 seminars to be held in each city, with 25 members participating in each session. A total of 20 seminars to be held with approximately 500 participants.</p>	<p>10 seminars held in Adjara, attended by 238 people. 10 seminars held in Tbilisi, attended by 251 people.</p> <p>Education materials produced and published</p>
<p>2. The organisation of a 2-day national conference to be held in Tbilisi. Fifteen (15) of the participants from the education seminars to lead the organising and mobilising for the national conference and the day- of protest to be held at Vake Park, on 17 April 2006, to celebrate "Public Services Day".</p>	<p>12th July 2006 rally at Vake park, attended by 1200 people, local union leaders were speakers, with 2 representatives from UNISON</p> <p>The project also campaigned against the new labour Code in Georgia.</p>
<p>3. The organisation of a national conference to hold a high level press conference on the union's campaign against water privatisation. A one-hour live performance of a popular Georgian band to be held as part of the day of protest to encourage more young people to attend the protest rally.</p>	<p>The national conference was held with input from 2 UNISON representatives; Press conference was held.</p>

Target outcomes	Achieved outcomes
<p>1. Young people and women members of the union enabled to participate in the union's activities and in particular, the campaign against privatisation of water utilities in Georgia.</p> <p>2. Awareness raised among members of the union and the general public about the possible impact of water privatisation to the workers and the wider community.</p> <p>3. Influence the Georgian government to reconsider its plan to privatise water utilities and involve the union in any future decision making on this issue.</p>	<p>280 new members of the union recruited during the period of the project. (No breakdown given on the number of women and young people).</p> <p>As a result of the project, members who attended the seminars started to raise discussions in the union about their right to collective bargaining, right to job security and improved pay and working conditions. These had all been taken for granted by members since under the communist government, union membership was compulsory.</p> <p>The seminars were extended and encouraged attendance of other union members from the public sector like JSC Telast, power union; TU of Commerce, TU of Healthcare and TU of Batumi Mayor's office employees.</p> <p>The Tbilisi Mayor in his interview on television, as a response to the public demonstration, assured the capital's residents that Tbilisi Water Utility would not be privatised</p> <p>The leadership of the union (PSLMIWTUG) has considered the possibility of allocating some funds from their own resources for organising activities.</p> <p>Raised awareness on the problems posed by the new Labour Code in Georgia.</p> <p>National newspapers provided wide publicity on the trade unions</p>

	<p>campaign against water privatisation.</p> <p>The national rally against water privatisation has encouraged more participation from the young people.</p>
--	---

Comments from the UNISON representatives who visited the project:

1. The method of delivering training needs to be improved. They would benefit from a training of trainers programme.
2. A small but very efficient union, it appears to be delivering relevant activities that encourage wider members' participation.

Name of project: To promote anti-privatisation and Labour Standards through education.

Union/Organisation: PSS-Sri Lanka, Water Supply and Drainage Union

Date start: July 2006

Date Finished: December 2006

Amount of Funding £10,000

Total cost of project: £11,455.85 (balance paid by the union)

Planned Activities	Actual Activities
To organise 7 workshops in 7 provinces	7 workshops were held in the 7 targeted provinces attended by an average of 260 people per seminar, a total of at least 1,800 people
To publish 3 issues of newsletter on water privatisation	3 newsletters published and distributed to members and the public

Target outcomes	Achieved outcomes
<p>To raise awareness among the union members on Privatisation of water resources contained on the draft Water Resources Act and Regulations in Sri Lanka</p> <p>To raise awareness of the threat of privatisation on their employment</p>	<p>More members of the union and the general public are aware of the effects if water privatisation is pursued by the government. Water services, to date, have not been privatised despite government legislation to do so, due to the strong and effective campaigns of the unions and other people's organisations.</p> <p>As a result of the project activities, a multi-sectoral committee will</p>

	be formed as a broader campaign against water privatisation.
To raise awareness among the general public, especially consumers of water services about the consequences of water privatisation.	Information about the issues of water privatisation was distributed to all members of the union, as well as the general public.

Name of project: Improving Occupational Health and Safety (OHS) in Non-state Small and Medium Enterprise (SME) in Vietnam

Union/Organisation: APHEDA- Vietnam

Date start: Jan 2006

Date Finished: Jan 2007

Amount of Funding £30,000

Total cost of project: £ 28,645

Planned Activities	Actual Activities
<ol style="list-style-type: none"> 1. To conduct a survey of current OHS situation in SMEs 2. To conduct TOT on workplace auditing and corporate social responsibility, conduct training on OHS for 200 workers and employers, publish OHS materials and produce OHS training materials 3. Joint project evaluation between APHEDA and the unions in the SMEs. 	<ol style="list-style-type: none"> 1. A Project Management Board comprised of 10 members was formed representing NILP and the Federation of Labour, Hanoi and Ho Chi Minh City, to plan, implement, monitor and report on the project. 2. Designed workplace survey forms to obtain information on Occupational Health and Safety (OHS), Corporate Social Responsibility (CSR) and the productivity of the company. 3. Workplace surveys were <i>carried</i> out in 30 SMEs, 15 each in Hanoi and Ho Chi Minh City. 4. Training curriculum for (i) OHS, (ii) work environment and (iii) CSR were developed. Separate training curriculum for (1) employers in the garment and textile industry, (2) employees of the garment and textile industry, (3) employers in the footwear industry and (4) employees of the footwear industry have been developed. The Training of Trainers curriculum on OHS for SMEs was developed and tested with the help of Occupational Health, Safety and Environment Institute (OSHEI) in Bangkok. 5. 4,000 pamphlets and 500 posters were developed and

distributed to 76 SMEs. Separate posters were developed for mechanical, food processing, garment and textile enterprises.

6. Training of Trainers (TOT) was organised for 21 participants involved in OHS. The criteria for selection of participants were (1) staff in charge of OHS program, (2) five years experience of working in the OHS field, (3) OHS trainer assigned for the next OHS training in their respective organisations.

7. Study visit of workplaces in Thailand was organised for 10 OHS trainers. The visit was jointly organised by APHEDA/OSHEI. Participants had the opportunity to compare and learn about OHS issues of SMEs in Thailand.

8. Five trainers training courses on OHS was organised for employee and employers including two courses in Ho Chi Minh City and 3 courses in Hanoi. There were 180 trainees in total.

11. Three Action Plan workshops were organised, 2 in Hanoi and 1 in Ho Chi Minh City, to find out how the OHS training is being planned for implementation at the enterprise level. Altogether 70 participants from 30 enterprises participated in the workshop, during which 30 action plans were prepared, presented and commented upon.

12. Final evaluation workshop was organised in the NILP office which was attended by 20 participants including the project management board and OHS trainers from NILP, Federation of Labour from both Hanoi and Ho Chi Minh City. During the workshop, the findings from the final evaluation of both NILP and the independent evaluator were presented and discussed.

Target Outcomes	Actual Outcomes
<ol style="list-style-type: none"> 1. To raise employers' awareness on improving conditions of health and safety, OSH laws related regulation and corporate social responsibilities in garment and consumer goods enterprises in non-state sector. 2. To train 200 workers and employers on OHS standards and safe practices within the workplaces. 3. To strengthen local trade unions understanding of OHS conditions for workers in the non-state SMEs and through this to assist them organise in the non-state sector. 	<ol style="list-style-type: none"> 1. Five training courses were organised for 180 trainees including employees and employers from 59 workplaces and 13 local unions. The trainees were trained on OHS, social responsibility and environmental protection. 2. 4,000 copies of posters and pamphlets were published and distributed to 76 workplaces, union branches and workers. Specific posters and pamphlets were developed for the mechanical industry, food processing and garment and textile industries. 3. 70 participants attended the workshop to follow up on the training received in order to share their experiences. 4. Workers from 75 SMEs are equipped with knowledge on OHS and the labour law after the project. 54 workplaces sent their representatives (both employee and employer) to participate in the training. 5. The teaching methods and skills of 21 trainers from NILP have been improved through the training of trainers and study visit to Thailand. These trainers include NILP staff and union members from Hanoi and Ho Chi Minh's Federation of Labor. 6. After completion of the survey of 30 SMEs from Hanoi and Ho Chi Minh City, a report outlining the (1) overall situation of labour law and policy implementation, (2) awareness of OHS among the workers and (3) corporate social responsibility in SMEs' was produced. The survey was financed by NILP.

Name of project: Challenging Labour Flexibilisation in El Salvador

Union/Organisation: War on Want

Date start: November 2005

Date Finished: December 2006

Amount of Funding: £ 25,709

Total cost of project: £ 25, 709

Planned Activities	Actual Activities
<ol style="list-style-type: none">1. Organising and building organisational capacity of trade unions through a programme of training, recruitment, sharing of experience and campaigning and lobbying on basic trade union issues.2. Providing legal support and representation for workers whose labour rights are violated3. Launching a programme for a campaign on labour flexibilisation.4. Advocacy and lobbying of legislators, national government ministries and international agencies.	<ol style="list-style-type: none">1. Public forum with Labour Inspectors were held in February 20062. Meetings and discussions with GMIES Consultancy were also held in March 2006 to discuss research conducted on the issue of labour inspections.3. Four focal group discussions and training workshops were held in March/April 2006 to discuss research conducted on the issue of labour inspections4. There were eight cases of union strengthening in companies as a result of visit from FEASIES and CEDM following labour rights violated.5. A database has been designed on legal counselling services detailing personal information and labour violations against them, 54 cases have been supported since November 2005.6. Three meetings have been held with officials from the Ministry of Labour and Social Promotion and two petitions on specific cases submitted.

Target Outcomes	Actual Outcomes
<ol style="list-style-type: none"> 1. Workers are enabled to defend their labour rights through strengthening their ability to organise, increasing their knowledge of labour rights, and reporting violations. 2. An increase in the numbers of trade union committees 3. Strengthen the ability of FEASIES, CEDM to analyse and challenge labour flexibilisation 4. Implemented a more effective mechanism for monitoring the implementation of labour legislation by the Ministry of Labour and Social Security. 	<ol style="list-style-type: none"> 1. The training helped enabled the union to deal with many workers rights violations within different companies, such as: bonuses of US\$8.00 which were awarded for achievement of quotas; initiated judicial processes for labour rights violations at the factory COVAL S.A de C.V. T; the trade union committee of the factory Zacatecoluca de Manufacturas Santos has strengthened their pursuit of 19 cases of labour rights violations concerning freedom of association where the factory management attempted to destroy the factory trade union by sacking 19 workers. 2. In July 2006 a trade union committee was created in YOUNGONE EL SALVADOR, International Free Trade Zone, Olocuilta; the creation of a trade union committee in the Quality S.A company of C.V is in progress, it is situated in the municipality of Soyapango, San Salvador; overall 50 women workers have become directly involved in new trade union committees and 80 women workers are in process of training towards establishing a trade union in the future. 3. Proposed improvement on labour inspections presented to the Ministry of Labour in July 2006 at a public forum - It calls for a change in law so that workers requesting a labour inspection do not have to give their names because there have been many cases of sackings by management when the reporting worker's name has been discovered. The proposal calls for the revision of sanctions against employers for labour rights violations, public disclosure regarding the sanction, verification that the violation has been rectified and compensation for workers. The proposal stresses the need to

	<p>address gender discrimination that is persistent in El Salvador and effects the treatment of women in the workplace. It suggests amongst other actions gender training for all labour inspectors. The proposal resulted in the creation of a Commission in the Ministry of Labour on occupational health and safety, which will investigate violations covering sexual abuse, sexual and reproductive rights. A proposal to increase minimum wage was also put forward but the government only gave 4% increase, much lower than their demand.</p> <p>4. Lobbying and campaigning resulted in a response from the government- <i>“It seems to me very positive, initiatives that contribute to the improvement of the effectiveness of the system to protect the rights of male and female workers”... “Many of the recommendations that you have made to our department are areas that we are aware of but this process reminds us that every inconsistency and anomaly of the procedures should be corrected.” (Response on the Presentation of proposals to the Labour Ministry for the improvement of labour inspection 27th July 2006,pp17)</i></p> <p>5. On cases handled, only 60% have been resolved; e.g. The collective cases have been easier to follow and in one case the entire trade union committee were sacked including a pregnant woman. All were paid their correct severance pay and the pregnant woman was reinstated. They were unable to get the reinstatement of the TU committee.</p>
--	---

Name of project: Building up of the joint Trade Unions in Bosnia and Herzegovina

Union/Organisation: ICFTU

Date start: January 2006

Amount of Funding: £ 15,000

Date Finished: December 2006

Total cost of project: £ 15,001.89

Planned Activities	Actual Activities
<ol style="list-style-type: none"> 1. To hold a legal seminars through the Legal Advice Network (LAN) on BiH. 2. To hold workshops for two women sections with a view to define joint activities, i.e. health campaign for women workforce 3. To launch joint campaign activities on women's issues 4. To hold workshops for two youth sections with a view to define joint activities, i.e. campaign on involving young workers in unions. 5. To launch joint campaign activities on involving young people 	<p>Legal seminars: For example, a joint seminar on the law on bankruptcy and liquidation was held by the Municipal and Construction workers union of Republika Srpska and Construction Workers Union of the Federation of Bosnia and Herzegovina.</p> <p>The LAN provides regular consultations for unionists on legal issues, in particular, on the framework of the enterprise restructuring process and delivered training seminars for shop-stewards on labour standards, national legislation and mechanisms of protecting workers' rights; Lawyers of the joint KSBiH Legal Advice Network have developed a functional, decentralized system of legal aid and training. TU officials and representatives in some cases were able to provide adequate advice, to negotiate with employers and to resolve the interests of their members</p> <p>The Youth Campaign on "Ask for Your Rights" was launched on the Human Rights Day, 10 Dec. 60.000 leaflets were printed. 40.000 leaflets were distributed and printed in two main newspapers in Bosnia and Herzegovina. The campaign was initiated and organized by a core team of three TU activists who were educated on the Training on campaigning programme, supported by this project in the first part of 2006. Some of the 20,000 remaining leaflets was distributed at some of the employment offices in the FBiH and the rest will be used during the TU youth activities in the beginning of 2007.</p> <p>The Women's Campaign on "Stop discrimination of women at the work place" was launched on Human Rights Day. The campaign covered the whole of Bosnia and Herzegovina. The campaign was prepared and implemented by a core group of Women</p>

	<p>Section representatives of SSRS and SSSBiH. The campaign was made in three parts: 51.300 leaflets were distributed in three daily newspapers; a radio spot was broadcasted on BH Radio 1 for six days. The spot was 30 seconds long and contained basic message on sex discrimination as well as whom a victim of discrimination could contact; a radio programme was broadcasted live on BH Radio in the last two weeks of December 2007. The programme lasted for one hour and representatives of women's section from both SSRS and SSSBiH took part in it. The campaign is part of the regional campaign initiated by the ITUC CEE Women Network.</p>
--	--

Target Outcomes	Achieved Outcomes
<ol style="list-style-type: none"> 1. To consolidate the two main trade union organisations, to enable them to play an active role, through social dialogue and collective bargaining at the level of the BiH constituencies. 2. To build joint cooperation structures between the two organisations – to organise joint activities, and to set up a joint representation in the different national and international fora; 3. To ensure that that the joint trade union confederation becomes capable of providing its members with legal aid, education activities and representation 	<ul style="list-style-type: none"> - The KSBiH has started functioning and is recognized by the national social partners, the Employer Association of Bosnia and Herzegovina and the Ministry of Civil Affairs of Bosnia and Herzegovina, which is in charge of labour related matters. - The ITUC and ETUC have affiliated the KSBiH, thus recognizing this structure as an organization representing interests of all the workers of Bosnia and Herzegovina. - The different networks – youth, women, education and LAN – are functioning now under KSBiH umbrella. Respective working groups on gender equality, youth, education and LAN, coordinated by one KSBiH program coordinator and one assistant are organizing the activities, including those of this project. - The KSBiH's three commissions on labour legislation and labor market; health and pension reform and privatization and bankruptcy, each composed of five representatives: two from SSSBiH and SSRS each and one from the Brcko district Trade Union, discussed with the representatives of the EU Delegation

to Bosnia and Herzegovina the social and economic dimension of the Agreement on Association and Stabilisation of the EU and Bosnia and Herzegovina.

- The KSBiH and its constituencies took over on 01 of July 2006 the Legal advice network (LAN), composed of three Legal Advice Centers in Tuzla, Mostar and Banjaluka, from the ITUC SEE office. Its experts provided assistance to the SSRS leadership in preparing proposals on the changes and amendments to the Labour Law of RS, with regard to equal payment between working men and women, full incorporation of the ILO Conventions on child labour and regulation of severance payments.
- KSBiH representatives are taking part in the ITUC and ETUC sub- regional and regional activities: ITUC Central and Eastern European Committee, ETUC Balkan Forum etc

Some more specific achievements of the LAN:

- 19 cases of violations of human, labour and TU rights of workers solved by the activists of TU representatives (branch , territorial level or shop stewards);
- 7 Trade unions have been established in companies where the employer obstructed Trade union establishment;
- 498 Workers realized rights on unemployment allowance pursuant Law on bankruptcy;
- 8 illegal strikes became legal by signing of agreements between employers and Trade unions;
- Employer cancelled contracts on "job on waiting" and concluded employment contracts in 123 cases;
- Cantonal Agencies for privatization considers possibility for cancelling contracts, in 8 cases.

- | | |
|--|--|
| | <ul style="list-style-type: none">- The Women's Section campaign on "Stop discrimination of women at work" was successfully carried out.- Local media was interested in the campaign and a number of articles were published and representatives of trade union women's sections were interviewed and invited to TV and radio programmes. A one hour radio interview was organized at the national BiH Radion station.- After the distribution of 51,300 leaflets in the three main daily Newspapers the SSRS and SSSBiH Women section's received on average during the first week of the campaign 20 phone calls per day.- The youth campaign on "Ask for Your Rights", initiated by the Youth section was a success. 60.000 leaflets animating young workers to ask for their rights at the workplace and to join the trade union were printed. 40.000 leaflets were distributed in the two main daily newspapers and several TV and Radio interviews were organized at several local stations in Sarajevo and Tuzla. The SSSBiH received during the first week of the campaign several tenths of phone calls in which they were asked to give information on workers rights, related to employment contracts and wages.- The Utility workers TU and Commerce TU have now set up programs to support the youth work within these branch trade unions.- Shop-stewards and trade union activists are aware of international and national standards on trade union rights, they were able to recognize cases of violations, collect the cases and initiate protection of these rights; |
|--|--|

Name of project: Promote anti-privatisation and Labour Standard Through Education

Union/Organisation: PSS- Sri Lanka

Date start: July 2006

Date Finished: December 2006

Amount of Funding: £ 10,000

Total cost of project: £ 10,000.00

Planned Activities	Actual Activities
<p>The union decided to organise workshops to raise awareness about the effects of water privatisation in seven of the country's nine provinces. Before holding the workshops union leaders visited the target areas several times to raise awareness about the campaign.</p>	<p>The workshops, which took place in Autumn 2006, attracted 1,700 participants altogether. Participants included water employees, local political leaders, water consumer groups and leaders of youth groups. This has enabled the union to work with water consumers to begin forming "Committees to protect water resources from privatisation". Project funding has also enabled the union to produce three issues of a campaign newsletter in Sinhalese and English.</p> <p><i>"The campaign against privatisation can't be successful without joint action between water employees and consumers" – P K Perera, General Secretary, National Supply and Drainage Trade Union</i></p>
Target Outcomes	Achieved Outcomes
<ol style="list-style-type: none">1. Increased awareness among union members on issues around the privatisation of water resources.2. Increased awareness among the general public and consumers of water resource, as the majority of them have no knowledge of the adverse effects of water privatisation.	<ul style="list-style-type: none">• The campaign contributed to the Sri Lankan President making a statement on 9 January 2007 that the government would never sell its water resources.• The campaign has recruited 200 new members to the union and more are expected in the near future. It has strengthened the union by increasing members' confidence in their leadership. It has also helped to build relationships between the union, water consumers and other community groups.• The campaign significantly raised awareness among water workers and the general public about the effects of water privatisation

	pushed by the World Bank and Asian Development Bank. The campaign was particularly well received in rural areas where people depend on farming to survive.
--	--

Susan Cueva
Peter Hulme

14 March 2007